



## Agreement regarding SAS for Work

This SAS for Work Agreement (the “**Agreement**”) is entered into between Scandinavian Airlines System Denmark – Norway – Sweden, a consortium established under the laws of Denmark, Norway and Sweden, having its registered office at SE 195 87 Stockholm, Sweden (“**SAS**”) and corporate (the “**Buyer**”).

**CMP Code** means corporate mandatory prefix which has been allotted by SAS for the purpose of identifying the Buyer’s travel.

**Data Subject** means an identifiable living person who can be identified, directly or indirectly, as set out in the GDPR.

**GDPR** means Regulation (EU) 2016/679, The General Data Protection Regulation.

**Other Benefits** are set out in Appendix 1 if applicable to this Agreement.

**Travel Agent** means any IATA or ARC authorized travel agent authorized by Buyer or its Affiliates to book travel and issue tickets on behalf of the Buyer.

**Travelers** means an end user who conducts travel with SAS under this Agreement.

### 1. Scope of Agreement

- 1.1. All appendices attached to this Agreement and referred to herein are part of this Agreement as if they were fully set forth herein. In case of conflict, priority shall be given in the following order:
  - (i) This Agreement
  - (ii) Appendix 1: SAS Products and Services
  - (iii) Appendix 2: General Terms & Conditions
- 1.2. This Agreement regulates the terms under which the Buyer will qualify for cost savings on corporate travel with SAS and replaces any previous corporate discount agreements entered into between SAS and the Buyer.
- 1.3. The Buyer is entitled to use SAS products and services as set out in Appendix 1 as amended from time to time. The Tier Levels set out in Appendix 1 depends on the Buyer’s annual spend on SAS products and services. Change in the Buyer’s Tier Level shall be communicated by SAS to the Buyer via email.
- 1.4. SAS reserves the right to change this Agreement at any time. The services provided by SAS as well as other information displayed on the SAS web site only apply until further notice.
- 1.5. SAS will, without delay, notify the Buyer of any material changes to the SAS product and services under this Agreement by using mass communication and/or information on SAS website.
- 1.6. This Agreement does not prevent SAS from without prior notice offering temporary campaigns (e.g. higher discounts on selected O&Ds). Such temporary campaigns are at SAS sole discretion to offer and there is no obligation for SAS to offer such during the term of this Agreement.
- 1.7. The Buyer shall ensure that the contact information for the Buyer’s appointed contact person provided to SAS

at the time of registration for this Agreement is up to date at all times. If the Buyer changes its appointed contact person, the Buyer undertakes to ensure that this information is provided to SAS together with the contact information of such individual.

### 2. Term of Agreement and Termination

- 2.1. This Agreement enters into effect at the time of acceptance of this Agreement. The terms of this Agreement are valid for travel from 1 October 2025 and until further notice.
- 2.2. This Agreement will terminate without any further notice in the event products offered under this Agreement have not been used during a period of two (2) years.
- 2.3. This Agreement may be terminated at any time by either party with 30 days written notice.
- 2.4. This Agreement may be terminated by SAS with immediate effect if the CMP Code is used for private purposes or if SAS has reasonable cause to believe that such or similar misuse has occurred or if the Buyer is put into bankruptcy, enters into liquidation or is otherwise deemed to be insolvent.

### 3. Registration of travel

- 3.1. For the purpose of identifying the Buyer’s travel, SAS has allotted one or a number of CMP Codes to the Buyer.
- 3.2. CMP Codes are strictly confidential and shall be treated as such by the Buyer, its employees and its Travelers and may only be used by the Buyer or a Travel Agent acting on behalf of the Buyer. Unauthorized use shall immediately be notified to SAS.
- 3.3. The CMP Code may be declared invalid with immediate effect by SAS in the event of misuse of the CMP Code or any failure by the Buyer to perform its obligations under this Agreement.
- 3.4. Travel will be registered under the following conditions, for which the Buyer remains responsible and liable: a) the relevant CMP Code and ticket number have been referred to and included for all bookings prior to departure; and b) travel has been completed.
- 3.5. The Buyer shall notify its Travel Agent of the terms of the Agreement.

### 4. SAS and CSR

- 4.1. SAS works proactively towards more sustainable air travel which includes various initiatives within this area. For more information on the specific SAS initiatives, or if you wish to receive an independently produced CSR report (current neutral third party producer of such report is EcoVadis) covering SAS’ performance within this area, please see <https://www.sas.se/en/sustainability/> for more information.

**Appendix 1**  
**SAS Products and Services**

This Appendix sets forth the terms under which the Buyer participates in SAS for Work, a product offered by SAS to larger businesses. SAS for Work offers among other things, direct discounts and simplified booking. The discount below is applied on the public net fare. The Tier set out below depends on the Buyer's annual spend on SAS products and services. For information on specific destinations included in this offer, please refer to each carrier's website.

<b>SAS for Work – Tier: Partner Shorthaul</b>				
For Edifact: Amadeus Corporate Code and Other Corporate Codes will be sent separately				
For NDC: Amadeus Corporate Code will be sent separately				
<i>CMP Code will be sent separately</i>				
<b>Airline</b>	<b>Route</b>	<b>Cabin</b>	<b>Ticket Type</b>	<b>% Discount</b>
Scandinavian Airlines (SK)	Europe	Business	Business Flex	6%
Scandinavian Airlines (SK)	Domestic	Premium	Premium Flex	
Scandinavian Airlines (SK)	Domestic, Europe,	Economy	Flex	
Scandinavian Airlines (SK)	Domestic, Europe,	Economy	Standard	2%
<b>SAS for Work – Tier: Partner Longhaul</b>				
For Edifact: Amadeus Corporate Code and Other Corporate Codes will be sent separately				
For NDC: Amadeus Corporate Code will be sent separately				
<i>CMP Code will be sent separately</i>				
<b>Airline</b>	<b>Route</b>	<b>Cabin</b>	<b>Ticket Type</b>	<b>% Discount</b>
Scandinavian Airlines (SK)	International	Business	Business Flex	6%
Scandinavian Airlines (SK)	International	Premium	Premium Flex	
Scandinavian Airlines (SK)	International	Economy	Flex	
Scandinavian Airlines (SK)	International	Economy	Standard	2 %

Corporate discount fares have a farebase code ending with **CR**, where CR indicates Corporate Rate. The Corporate discount fares in this Agreement may be combined with the following ticket types offered by SAS, provided they are available in the distribution system:

<b>Airline</b>	<b>Cabin</b>	<b>Ticket Type</b>	<b>Farebase ending with</b>	<b>Routes</b>	<b>Discount</b>
SK	Business	Business	BS or BSD	Nordic, European	0%
SK	Premium	Premium	PS or PSD	Domestic	0%
SK	Economy	Light	GHT or GHTD	Domestic, Nordic, European	0%

Certain public farebase codes (for example campaign fares, fares with additional restrictions, certain booking classes etc.) may be excluded from the Corporate Discounts. Please refer to your booking tool, Travel Agent or distribution system.

**Other Benefits: General**

Information about additional Other Benefits enjoyed by Buyer and its Travelers connected to this Agreement can be found here: <https://www.flysas.com/en/legal-info/sas-for-work/>. In addition, additional benefits may be available but are subject to agreement between the parties.

## Appendix 2 - General Terms & Conditions

### 1. Conditions of Carriage

- 1.1. All travel with SAS is subject to the SAS general Conditions of Carriage as applicable from time to time.

### 2. Personal Data

- 2.1. Personal data regarding the Travelers, travel administrators and other Data Subjects, where applicable, may become subject to processing by SAS, any data processors, as defined in the GDPR, engaged by SAS in order to carry out the agreed services, serve statistical purposes and to conduct travel enhancing services. SAS ensures that such processing is done in accordance with applicable law, including the GDPR. Any data processors, as defined in the GDPR, which process personal data pursuant to this Agreement shall be subject to the same data protection and confidentiality provisions that SAS is subject to under this Agreement.
- 2.1 Such personal data may be the Travelers', travel administrators' and other Data Subjects', as applicable, name, title, contact information, travel records – including travel dates, travel routes, flight number, booking number etc., special requirements as well as other personal information required for SAS to provide the agreed services to the Buyer and the Travelers.
- 2.2 If applicable, the Buyer ensures that it is entitled legally to share the personal data under the Agreement. If a party processes any Travelers', travel administrators' or other Data Subjects' personal data pursuant to the Agreement, the party is obligated to inform the respective Travelers, travel administrators and Data Subjects of such processing as set out in applicable law.
- 2.3 SAS solely determines the purposes of the data processing done by SAS in order to provide the agreed services under this Agreement and is thus considered a data controller, as defined in the GDPR.
- 2.4 Each party is a separate data controller and shall be separately responsible and liable, for any processing of personal data performed by the party pursuant to the Agreement. Neither party shall be construed as a data processor in relation to the other party.
- 2.5 Each party ensures appropriate technical and organizational security measures to protect personal data against accidental or unlawful destruction, loss or alteration and against unauthorized disclosure, abuse or other processing in violation of the provisions laid down in the applicable data protection legislation, including the GDPR.
- 2.6 If applicable, any transfer of personal data outside EU/EEA pursuant to the Agreement shall in the absence of any other legal basis for such transfer be subject to the execution between SAS and the Buyer of the standard contractual clauses of the transfer of personal data to controller established in third countries.
- 2.7 The Travelers rights under the GDPR are more specifically described in SAS Privacy Policy (<https://www.flysas.com/en/legal-info/privacy-policy>) and SAS Privacy Policy for Corporate Customers (<https://www.flysas.com/en/legal-info/sas-for-work>).
- 2.8 A party shall as soon as possible, where necessary and to the extent reasonable, inform the other party by e-mail of any accedence to a Data Subject's request regarding restriction of processing or rectification or erasure of the Data Subject's personal data pursuant to the Agreement.

### 3. Liability

- 3.1. Except as provided for in any applicable law, SAS has no responsibility and shall not be liable for any cost, loss, damage or any other obligation incurred by the Buyer,

whether direct or indirect except as expressly stated in these Terms and Conditions.

- 3.2. SAS disclaims, to the extent permitted under applicable law, any and all liability in case the performance of any its obligations under this Agreement is prevented, impeded or delayed as a result of circumstances outside their control, such as, but not limited to, labour conflict (including internal strike), war or conscription, injunction on use, requisitioning, impounding, insurrection or riot, or any event of force majeure that cause disturbances in the operations of SAS.
- 3.3. The Buyer is liable for and agrees to indemnify SAS and its officers, directors, representatives, agents or employees for any loss arising from or incurred by reason of any breach of representation, warranty or any other obligation or otherwise caused by the Buyer, its affiliates, its employees or its Travelers in the performance or non-performance under or in connection with this Agreement.

### 4. Travel Information and Marketing

- 4.1. The Buyer will receive information regarding the products offered by SAS under this Agreement. SAS may use any current digital means to communicate with the Buyer. SAS may send promotional e-mails to the Buyer concerning products and services of SAS' and/or SAS Partners' and/or third parties' (which SAS cooperates with). The Buyer may, at any time, decline to receive direct marketing communications from SAS by contacting Corporate Support/Customer Contact Centre. However, such a request shall not affect SAS's right to communicate with the appointed contact person regarding matters related to the administration or performance of the Agreement between SAS and the Buyer, including, but not limited to, service notices and other contract-related communications. The aforementioned does not limit SAS' right to communicate directly with the Travelers, subject to SAS having received consent from each individual Traveler.

### 5. Assignment

- 5.1. The Buyer may not assign its rights and/or obligations under this Agreement to any third party without the written consent of SAS.

### 6. Confidentiality

- 6.1 The Buyer shall not disclose information on financial or commercial offerings under this Agreement unless required for the purpose of execution of this Agreement (on a strict need to know basis).
- 6.2 SAS shall be entitled to share the Buyer's name, codes (e.g. CMP codes) and ticketing instructions to the Buyer's designated travel agent, or to any third party when SAS, reasonably considers such disclosure relevant for the Buyer, or when reasonably necessary to ensure that the Buyer can benefit from the services agreed under this Agreement. Such disclosure may include, for example, providing the Buyer's details to regional airports.

### 7. Code of Conduct

- a) SAS has adopted the SAS Code of Conduct, available on [www.sasgroup.net](http://www.sasgroup.net) and to which SAS complies. The SAS Code of Conduct includes overall guidelines for SAS commercial conduct and includes ethical regulations and

guidelines for the treatment of employees and customers, amongst others.

- b) SAS has joined the UN Global Compact and is ISO14001 certified.

## **8. Applicable Law**

- 8.1. This Agreement shall be interpreted and construed under the laws of Denmark (if Buyer is registered in Denmark), laws of Norway (if Buyer is registered in Norway), and Sweden (if Buyer is registered in Sweden or other country). Any dispute between the parties arising from this Agreement shall be brought before the Copenhagen City Court (if Buyer is registered in Denmark), the Oslo District Court (if Buyer is registered in Norway), and District Court of Stockholm (if Buyer is registered in Sweden or other country) as first instance.

## **9. English Language**

- 9.1 The parties hereto confirm that it is their wish that this Agreement and any other document executed in connection with the transactions contemplated herein be drawn up in the English language only (except if another language is required under any applicable requirements of law) and that all other documents contemplated thereunder or relating thereto, including notices, may also be drawn up in the English language only. Les parties aux présentes confirment leur volonté que la présente convention ainsi que tous autres documents se rattachant aux transactions visées par les présentes soient rédigés en anglais seulement (à moins que le droit applicable exige autrement) et que tous autres documents visés ou s'y rattachant, y compris des avis, puissent être rédigés aussi en anglais seulement.